

Equality and Diversity Policy

Seta is committed to Equality and Diversity.

The aim of our Equality and Diversity Policy is to ensure that Seta fulfils its legal responsibilities as set out in the Equality Act 2010. The Act harmonises and replaces previous legislation to ensure consistency in making the workplace a fair environment and to comply with the law.

The Equality Act covers the same groups that were previously protected but are now referred to as “Protected Characteristics”

The Equality Act 2010 Protected Characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Seta will ensure that it’s staff, learners and stakeholders are not subject to harassment as laid out in the Equality Act 2010 and will endeavour to ensure that individuals who access Seta facilities are protected from direct discrimination on the basis of a “protected characteristic”.

Equality of opportunity is actively promoted throughout Seta. The aim of our policy is to ensure that everyone accessing Seta facilities are treated fairly and protected from discrimination regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

As a matter of good practice and good business all of our staff have been trained in the implementation of the Equality and Diversity Policy and are expected and encouraged to treat everyone fairly and to take positive action.

Seta will monitor all employers to ensure they are committed to this Equality and Diversity Policy. A copy of our policy and special complaints procedure will be given to all existing and new employers.

Seta recognises that harassment takes many forms and may be directed at one person or many people. If an individual finds a situation intimidating, upsetting, embarrassing, humiliating or offensive as a result of unwanted or unwelcome behaviour, this would not comply with our Equality and Diversity Policy.

No individual should be subjected to unwelcome or inappropriate behaviour that undermines, demeans, offends or insults. All individuals have a right to a working environment free from any form of harassment. We are committed to ensuring such harassment does not occur.

It is the responsibility of top management to maintain a fair working and learning environment and to investigate and complaints in an objective way.